A6625-84 B&B

1985 RADIO EMPLOYEE COMPENSATION AND FRINGE BENEFITS REPORT

Prepared by the Research and Planning Department.

For questions regarding this report, call Mark R. Fratrik, Director of Financial and Economic Research, or Cynthia J. Stanley, Statistical Data Analyst, at (202) 429-5380.

Additional copies of this report are available through NAB Services, 1771 N Street, N.W., Washington, D.C. 20036. For price information, please call (800) 368-5644.

© Copyright, 1986 National Association of Broadcasters
All rights reserved.
ISBN 0-89324-016-8

TABLE OF CONTENTS

1 Introduction, What's New In The Report
2 Survey And Reporting Methods, How To Use This Report
3 Nationwide Profile

Compensation And Fringe Benefits Tables

4 Table I All Stations, 1244 Stations Reporting

All Stations By Revenue

6 Table II Revenue Over $2 Million, 149 Stations Reporting
8 Table III Revenue $1 - $2 Million, 154 Stations Reporting
10 Table IV Revenue $500,000 - $1,000,000, 264 Stations Reporting
12 Table V Revenue $250,000 - $500,000, 335 Stations Reporting
14 Table VI Revenue $100,000 - $250,000, 172 Stations Reporting
16 Table VII Revenue Under $100,000, 164 Stations Reporting

All Stations By Population Size

18 Table VIII Population Over 2.5 Million, 90 Stations Reporting
20 Table IX Population 1 - 2.5 Million, 162 Stations Reporting
22 Table X Population 500,000 - 1 Million, 153 Stations Reporting
24 Table XI Population 250,000 - 500,000, 148 Stations Reporting
26 Table XII Population 150,000 - 250,000, 105 Stations Reporting
28 Table XIII Population 75,000 - 100,000, 161 Stations Reporting
30 Table XIV Population 50,000 - 75,000, 97 Stations Reporting
32 Table XV Population 25,000 - 50,000, 161 Stations Reporting
34 Table XVI Population Under 25,000, 158 Stations Reporting

Fulltime AM Stations

36 Table XVII All Stations, 244 Stations Reporting
38 Table XVIII Population Over 500,000, 95 Stations Reporting
40 Table XIX Population 75,000 - 500,000, 80 Stations Reporting
42 Table XX Population Under 75,000, 65 Stations Reporting

FM Stations

44 Table XXI All Stations, 285 Stations Reporting
46 Table XXII Population Over 500,000, 111 Stations Reporting
48 Table XXIII Population 75,000 - 500,000, 92 Stations Reporting
50 Table XXIV Population Under 75,000, 80 Stations Reporting

AM/FM Stations

52 Table XXV All Stations, 569 Stations Reporting
54 Table XXVI Population Over 500,000, 158 Stations Reporting
56 Table XXVII Population 75,000 - 500,000, 205 Stations Reporting
58 Table XXVIII Population Under 75,000, 203 Stations Reporting

AM Daytime Stations

60 Table XXIX All Stations, 146 Stations Reporting
62 Table XXX Population Over 500,000, 41 Stations Reporting
64 Table XXXI Population 75,000 - 500,000, 37 Stations Reporting
66 Table XXXII Population Under 75,000, 68 Stations Reporting

Detailed Compensation Plan

68 Account Executives
69 General Sales Managers

INTRODUCTION

This report contains the results of the 1985 National Association of Broadcasters Employee Compensation and Fringe Benefits Survey. Thirty-two tables are reported for various population sizes and station types (AM Fulltime, AM/FM, FM, AM Daytime). This report provides broadcasters with information which may be used in salary negotiations and budget planning.

The salary and fringe benefits information is first provided for all stations and then for the various types of stations. Average total departmental salaries, average and median salaries of department heads, certain support staff, and sales department personnel are presented. In those same tables, summary statistics are reported for fringe benefits provided by stations. The last section provides a sampling of different compensation plans and actual salaries for stations' account executives and general sales managers.

WHAT'S NEW IN THE REPORT

There are a number of changes from the last Radio Employee Compensation and Fringe Benefits Report. These changes were made to facilitate the use of the report and to provide more information. The first change in this report is the inclusion of the average total of all salaries by department. This summary information was calculated from stations who reported having those departments. Other stations either did not report the data or did not have a separate department (most often not having a separate advertising and promotion department). Included along with the average total departmental salaries are the average number of employees for each department. These results can be easily used to evaluate a station's salary budget.

The second change is the inclusion of the average starting salary for each support staff position. This information is quite useful since the starting salary for the various positions may be considerably different from the average salary of an experienced employee.

New information on account executives is also included. In addition to the average and median salaries of account executives, the average maximum and minimum salaries for a station are reported. With these results, the broadcaster can see the entire range of compensation levels for account executives within an average station.

The final change in the report concerns the presentation of the fringe benefits information. This report presents that information in conjunction with employee compensation data. This format will make it easier for the reader to completely evaluate the data for a particular grouping of stations.

We would welcome your opinions about these changes and any other changes you would like to see in future reports. Please contact the NAB Research and Planning Department either by letter or phone, (202) 429-5380, with those suggestions.

SURVEY AND REPORTING METHODS

Questionnaires were mailed to all commercial radio stations at the end of 1985 and early 1986. The questionnaire asked for 1985 employee compensation and fringe benefits. The categories of information requested are identical to the categories reported in the tables. Of the 8472 commercial radio stations on the air in 1985, we received 1244 completed questionnaires representing 1813 radio stations, resulting in a response rate of 21.4%.

Stations are classified into population categories using one or the other of two methods. If the station is within an Arbitron surveyed market it is assigned to that market. The population served by those stations is the corresponding metro survey area's population. For stations not in an Arbitron surveyed market, the market assigned to that station is the county of license. The population of that county is then assigned to that station.

The number of stations responding within each category is reported in the table of contents. It should be noted, however, that some stations did not complete the entire questionnaire due to data not being available or because they do not have certain staff positions. The reported averages and medians for each category are derived only from stations which provided data for the category.

HOW TO USE THIS REPORT

With the changes noted above, this report should be both easy to use and informative. A broadcaster need only turn to the appropriate table to compare the station's employee compensation and fringe benefits with the average and median station figures for the relevant. Half of the responses are below the median value and half are above, while the average value is the sum of the responses divided by the number of responses.

If the average of a particular category is considerably larger than the median figure, the implication is that a few responses in that grouping of stations are substantially higher than most of the others. In that case, the more representative figure for the "typical" station may be the median. Likewise, if the average is dramatically below the median, the reader should realize that a few of the responses are significantly lower than most of the responses.

NATIONWIDE PROFILE

For all stations responding to our survey, the average departmental expenses were:

ENGINEERING	$ 25,076
PROGRAM & PRODUCTION	119,634
NEWS	44,477
SALES	132,523
ADVERTISING & PROMOTION	264,543
GENERAL & ADMINISTRATIVE	82,293

Other nationwide results include:

* the average account executive earned $22,316;
* the average general sales manager earned $40,098;
* 47% of the stations paid the employee's full costs of hospitalization insurance;
* the average number of paid holidays were 7 and sick days 8

TABLE I
ALL STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	25,076
Program & Production	6	119,634
News	2	44,477
Sales	5	132,523
Advertising & Promotion	2	26,454
General & Administrative	3	82,293

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	21,665	20,400
Contract Engineer	7,010	5,000
Program Director	23,446	18,252
Operations Director	24,488	19,500
News Director	17,812	15,600
Sports Director	16,695	14,594
Business Manager	20,594	18,000
Public Affairs Manager	16,965	15,000
Promotions Director	19,333	18,000
Research Director	19,154	17,400

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	5	16,400	13,313	12,011
News Announcer	2	16,227	14,400	13,181
News Reporter	2	15,293	13,432	12,300
News Editor	1	17,267	16,800	13,936
Sports Reporter	1	17,067	15,120	14,076
Technician	2	19,527	18,400	15,508
Continuity Writer	1	13,713	13,000	11,583
Production Person	1	18,498	16,950	15,314
Music Person	1	17,736	15,224	14,013
Traffic	1	12,827	12,000	10,816
Sales Support Person	2	14,036	14,000	11,543
Computer Operator	1	13,333	12,480	11,183
Accounting Assistant	1	13,534	13,174	11,747
Receptionist	1	10,789	10,600	9,505
Secretary	1	13,112	12,480	10,836

TABLE I (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	22,316	40,098	40,654	50,200	22,308
Median	18,491	35,000	35,000	48,600	20,000
Highest	33,906				
Lowest	14,287				
Methods of Compensation (% of response)					
Salary Only	2	9	3	8	19
Salary & Bonus	2	23	17	17	26
Straight Com.	25	31	34	37	39
Draw Against Com.	9	20	24	16	8
Salary & Com.	22	5	7	12	5
Salary, Bonus & Com.	33	6	8	6	0
Straight Com. w/bonus	7	4	5	4	0
Other	1	2	2	2	3

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	47	3	44	12
	Dependents	11	35	42	12
Surgical Benefits:	Employee	46	3	43	9
	Dependents	11	33	42	14
Major Medical:	Employee	46	3	43	7
	Dependents	11	34	42	14
H.M.O.:	Employee	9	1	10	80
	Dependents	3	7	10	81
Dental:	Employee	13	3	14	70
	Dependents	2	12	14	72
Vision:	Employee	4	1	5	90
	Dependents	1	4	5	91
Disability:	Short Term	21	2	16	60
	Long Term	14	5	14	67
Group Life:	Employee	47	4	27	22
	Dependents	8	17	20	56
Pension Plan		13	1	3	84
Profit Sharing		14	1	5	81
Tuition Reinbursement		21	1	14	65
Workshops, Seminars etc.		45	1	10	44

TABLE II
ALL STATIONS, REVENUE OVER $2 MILLION

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	3	83,594
Program & Production	12	384,153
News	6	142,756
Sales	11	412,217
Advertising & Promotion	2	37,060
General & Administrative	6	192,249

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	34,644	32,000
Contract Engineer	27,158	26,774
Program Director	45,982	42,268
Operations Director	44,322	39,390
News Director	30,628	28,650
Sports Director	30,483	27,162
Business Manager	30,857	29,598
Public Affairs Manager	25,013	24,090
Promotions Director	23,958	22,500
Research Director	21,015	20,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	8	30,756	26,050	19,022
News Announcer	3	24,260	21,795	18,456
News Reporter	4	22,042	19,371	17,357
News Editor	2	20,878	18,600	17,465
Sports Reporter	1	28,098	25,000	21,520
Technician	3	23,661	22,270	17,774
Continuity Writer	1	17,409	16,500	14,252
Production Person	1	23,314	22,257	19,192
Music Person	1	24,530	20,000	18,187
Traffic	2	17,869	17,043	14,030
Sales Support Person	2	15,218	15,000	13,059
Computer Operator	1	17,895	17,305	14,740
Accounting Assistant	1	16,498	16,000	13,804
Receptionist	1	12,621	12,220	10,926
Secretary	2	16,626	16,000	13,014

TABLE II (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	40,294	74,509	63,428	57,633	27,778
Median	38,851	75,000	63,129	53,500	24,000
Highest	65,451				
Lowest	20,859				
Methods of Compensation (% of response)					
Salary Only	1	2	1	6	15
Salary & Bonus	0	36	30	23	37
Straight Com.	16	24	28	44	32
Draw Against Com.	6	25	25	15	7
Salary & Com.	31	5	7	8	10
Salary, Bonus & Com.	36	5	7	2	0
Straight Com. w/bonus	11	2	2	2	0
Other	0	1	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	1	41	1
	Dependents	14	24	61	1
Surgical Benefits:	Employee	56	1	41	2
	Dependents	14	22	59	5
Major Medical:	Employee	57	1	41	1
	Dependents	14	23	60	3
H.M.O.:	Employee	17	0	15	68
	Dependents	6	4	21	69
Dental:	Employee	28	4	30	38
	Dependents	8	14	36	42
Vision:	Employee	8	0	7	85
	Dependents	3	1	8	87
Disability:	Short Term	34	3	16	47
	Long Term	35	9	22	34
Group Life:	Employee	64	1	29	5
	Dependents	9	14	27	50
Pension Plan		38	1	4	56
Profit Sharing		20	1	18	61
Tuition Reinbursement		29	1	21	49
Workshops, Seminars etc.		65	1	7	27

TABLE III
ALL STATIONS, REVENUE $1 - $2 MILLION

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	29,119
Program & Production	8	164,442
News	3	48,360
Sales	8	203,173
Advertising & Promotion	1	32,861
General & Administrative	5	123,474

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	24,040	24,000
Contract Engineer	12,715	10,800
Program Director	27,375	25,000
Operations Director	31,472	26,000
News Director	20,103	18,810
Sports Director	17,936	17,710
Business Manager	23,192	21,000
Public Affairs Manager	16,013	15,000
Promotions Director	17,504	18,000
Research Director	11,647	11,440

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	6	17,667	16,000	13,342
News Announcer	2	16,579	15,600	13,559
News Reporter	3	15,547	15,000	12,361
News Editor	1	18,468	18,600	15,536
Sports Reporter	1	15,714	17,000	14,865
Technician	1	20,203	18,768	14,367
Continuity Writer	1	14,010	13,100	12,052
Production Person	1	18,089	17,000	15,149
Music Person	1	16,773	15,600	13,367
Traffic	1	13,604	13,100	11,340
Sales Support Person	1	13,547	13,142	11,182
Computer Operator	1	12,932	12,085	10,488
Accounting Assistant	1	13,495	13,992	11,617
Receptionist	1	10,934	11,000	9,653
Secretary	1	13,431	12,700	11,325

TABLE III (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	25,666	47,450	41,018	44,162	19,241
Median	24,000	45,000	38,500	45,000	18,000
Highest	38,911				
Lowest	15,829				
Methods of Compensation (% of response)					
Salary Only	1	6	9	14	25
Salary & Bonus	1	33	18	10	17
Straight Com.	21	20	30	33	50
Draw Against Com.	7	26	21	10	8
Salary & Com.	18	4	2	14	0
Salary, Bonus & Com.	45	6	11	14	0
Straight Com. w/bonus	8	2	7	5	0
Other	0	3	4	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	48	3	49	1
	Dependents	10	34	53	3
Surgical Benefits:	Employee	47	2	50	3
	Dependents	10	32	53	4
Major Medical:	Employee	45	3	50	2
	Dependents	10	32	53	5
H.M.O.:	Employee	10	1	16	73
	Dependents	3	10	14	73
Dental:	Employee	18	5	16	62
	Dependents	3	17	15	65
Vision:	Employee	6	1	4	88
	Dependents	1	5	5	90
Disability:	Short Term	27	3	21	49
	Long Term	20	6	19	55
Group Life:	Employee	61	3	25	10
	Dependents	10	14	19	56
Pension Plan		18	2	1	79
Profit Sharing		21	1	2	76
Tuition Reinbursement		21	1	21	56
Workshops, Seminars etc.		49	1	10	39

TABLE IV
ALL STATIONS, REVENUE $500,000 - $1,000,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	20,087
Program & Production	6	110,418
News	2	33,107
Sales	5	119,477
Advertising & Promotion	1	16,862
General & Administrative	4	88,176

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	19,379	19,000
Contract Engineer	7,622	5,586
Program Director	22,067	20,000
Operations Director	22,935	20,986
News Director	17,196	16,500
Sports Director	14,309	15,000
Business Manager	18,976	17,000
Public Affairs Manager	15,151	13,960
Promotions Director	15,562	14,650
Research Director	17,745	14,980

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	5	14,922	13,533	11,418
News Announcer	2	14,362	14,000	12,134
News Reporter	2	13,921	12,600	11,603
News Editor	1	16,072	16,250	12,899
Sports Reporter	1	13,384	14,000	11,200
Technician	1	16,125	14,500	13,303
Continuity Writer	1	12,853	12,168	10,875
Production Person	1	16,365	15,800	13,584
Music Person	1	14,400	13,000	11,690
Traffic	1	12,785	12,000	10,751
Sales Support Person	2	14,242	13,000	11,860
Computer Operator	1	12,326	12,000	10,873
Accounting Assistant	1	12,402	12,180	10,755
Receptionist	1	10,515	10,250	9,259
Secretary	1	13,126	12,000	11,073

TABLE IV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	21,388	39,416	33,506	36,730	15,176
Median	19,550	36,625	31,491	37,500	13,000
Highest	31,295				
Lowest	13,428				
Methods of Compensation (% of response)					
Salary Only	1	7	3	11	27
Salary & Bonus	1	23	11	11	20
Straight Com.	17	31	38	33	33
Draw Against Com.	9	17	21	17	7
Salary & Com.	26	7	15	6	0
Salary, Bonus & Com.	38	7	7	6	0
Straight Com. w/bonus	5	5	4	6	0
Other	2	3	1	11	13

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **10**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	52	1	46	2
	Dependents	13	35	44	8
Surgical Benefits:	Employee	51	1	45	3
	Dependents	12	35	44	9
Major Medical:	Employee	51	1	46	2
	Dependents	12	35	45	8
H.M.O.:	Employee	8	0	12	80
	Dependents	2	6	11	81
Dental:	Employee	12	3	17	68
	Dependents	2	12	17	69
Vision:	Employee	4	2	7	88
	Dependents	0	5	5	90
Disability:	Short Term	24	0	19	56
	Long Term	14	5	16	66
Group Life:	Employee	54	4	28	14
	Dependents	9	17	20	53
Pension Plan		15	1	2	83
Profit Sharing		15	0	4	80
Tuition Reinbursement		21	1	16	62
Workshops, Seminars etc.		46	2	13	40

TABLE V
ALL STATIONS, REVENUE $250,000 - $500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	11,459
Program & Production	4	64,443
News	1	20,048
Sales	4	69,758
Advertising & Promotion	1	18,394
General & Administrative	3	57,714

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	15,027	14,795
Contract Engineer	6,005	5,000
Program Director	16,556	15,000
Operations Director	18,041	16,200
News Director	14,097	13,200
Sports Director	11,696	12,000
Business Manager	17,029	15,000
Public Affairs Manager	11,085	10,400
Promotions Director	11,935	11,980
Research Director	7,000	7,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	14,209	12,000	11,215
News Announcer	1	12,084	12,000	10,497
News Reporter	1	12,170	11,700	9,925
News Editor	1	14,990	13,520	12,174
Sports Reporter	1	10,276	10,900	9,347
Technician	1	14,853	16,000	13,593
Continuity Writer	1	11,751	11,088	9,978
Production Person	1	14,409	12,000	9,943
Music Person	1	14,028	12,750	10,829
Traffic	1	10,800	10,461	9,376
Sales Support Person	2	13,863	13,500	10,796
Computer Operator	1	10,948	10,000	9,793
Accounting Assistant	1	11,642	11,520	9,931
Receptionist	1	9,415	9,800	8,482
Secretary	1	11,031	10,595	9,327

TABLE V (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	18,789	28,968	23,876	41,094	11,266
Median	16,000	27,750	24,000	38,500	12,000
Highest	23,976				
Lowest	12,795				
Methods of Compensation (% of response)					
Salary Only	3	10	2	0	0
Salary & Bonus	3	20	8	14	0
Straight Com.	28	36	29	0	80
Draw Against Com.	11	20	29	14	20
Salary & Com.	18	5	4	43	0
Salary, Bonus & Com.	28	7	14	14	0
Straight Com. w/bonus	8	4	10	14	0
Other	1	1	4	0	0

BENEFITS

Paid Holidays (average) 6 Paid Sick Days (average) 7

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	45	3	46	6
	Dependents	10	39	39	12
Surgical Benefits:	Employee	44	3	44	9
	Dependents	10	38	39	14
Major Medical:	Employee	45	3	44	9
	Dependents	10	39	37	15
H.M.O.:	Employee	7	1	5	87
	Dependents	2	5	5	88
Dental:	Employee	10	3	10	77
	Dependents	1	11	9	79
Vision:	Employee	2	1	4	92
	Dependents	1	3	4	93
Disability:	Short Term	15	3	17	66
	Long Term	8	4	11	78
Group Life:	Employee	42	3	29	26
	Dependents	6	19	19	56
Pension Plan		6	0	44	90
Profit Sharing		10	0	2	88
Tuition Reinbursement		18	0	10	72
Workshops, Seminars etc.		40	1	11	48

TABLE VI
ALL STATIONS, REVENUE $150,000 - $250,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	7,902
Program & Production	3	40,156
News	1	13,279
Sales	3	39,327
Advertising & Promotion	1	14,152
General & Administrative	2	32,219

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	13,041	12,990
Contract Engineer	3,942	3,600
Program Director	13,820	13,200
Operations Director	15,436	14,000
News Director	12,003	12,000
Sports Director	9,488	10,400
Business Manager	15,771	12,000
Public Affairs Manager	10,035	8,000
Promotions Director	12,923	11,850
Research Director	19,100	19,100

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	3	11,868	10,850	9,743
News Announcer	2	11,512	11,200	9,935
News Reporter	1	9,889	10,000	8,822
News Editor	1	12,600	12,000	10,923
Sports Reporter	2	8,194	9,100	9,250
Technician	1	11,738	10,000	12,860
Continuity Writer	1	9,166	10,000	8,503
Production Person	1	10,287	10,950	8,097
Music Person	1	10,541	10,400	8,960
Traffic	1	9,983	10,000	8,848
Sales Support Person	2	10,000	10,000	7,523
Computer Operator	1	10,071	10,400	8,233
Accounting Assistant	1	10,604	10,400	10,250
Receptionist	1	8,324	9,300	7,515
Secretary	1	10,086	10,000	8,307

TABLE VI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	14,780	23,910	18,700	N/R	10,300
Median	14,000	22,500	18,200		10,300
Highest	21,118				
Lowest	11,350				
Methods of Compensation (% of response)					
Salary Only	2	19	0	N/R	100
Salary & Bonus	1	11	17		0
Straight Com.	37	36	50		0
Draw Against Com.	7	19	28		0
Salary & Com.	22	5	0		0
Salary, Bonus & Com.	24	4	6		0
Straight Com. w/bonus	6	6	0		0
Other	0	1	0		0

BENEFITS

Paid Holidays (average) **6** . Paid Sick Days (average) **7**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	38	8	42	12
	Dependents	10	37	32	21
Surgical Benefits:	Employee	35	8	38	18
	Dependents	9	36	30	25
Major Medical:	Employee	38	8	41	13
	Dependents	10	36	31	22
H.M.O.:	Employee	7	5	6	82
	Dependents	1	8	5	85
Dental:	Employee	6	2	6	86
	Dependents	1	8	3	88
Vision:	Employee	5	1	1	92
	Dependents	1	3	1	94
Disability:	Short Term	17	3	13	67
	Long Term	6	6	9	79
Group Life:	Employee	30	8	26	36
	Dependents	6	18	19	58
Pension Plan		3	1	3	93
Profit Sharing		6	1	2	92
Tuition Reinbursement		17	1	9	74
Workshops, Seminars etc.		40	1	10	49

TABLE VII
ALL STATIONS, REVENUE UNDER $150,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	7,150
Program & Production	3	29,227
News	1	11,149
Sales	2	25,768
Advertising & Promotion	1	10,398
General & Administrative	2	27,477

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	10,504	8,940
Contract Engineer	4,123	3,000
Program Director	13,147	11,750
Operations Director	12,855	11,320
News Director	9,541	9,800
Sports Director	6,327	3,000
Business Manager	13,033	12,000
Public Affairs Manager	8,670	10,140
Promotions Director	7,750	7,150
Research Director	N/R	N/R

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	3	10,981	10,000	8,573
News Announcer	1	10,273	11,000	8,895
News Reporter	1	8,136	8,000	8,257
News Editor	1	10,400	10,400	13,000
Sports Reporter	1	5,550	3,300	2,600
Technician	2	9,550	8,100	13,250
Continuity Writer	2	9,338	9,338	6,000
Production Person	1	9,809	9,480	9,269
Music Person	1	9,000	7,800	8,450
Traffic	1	9,058	9,000	8,521
Sales Support Person	1	11,502	9,100	8,726
Computer Operator	1	10,320	10,320	9,000
Accounting Assistant	1	11,110	10,400	13,510
Receptionist	1	8,507	8,400	7,640
Secretary	1	9,129	9,082	7,604

TABLE VII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	13,830	18,032	14,443	23,000	14,150
Median	12,000	17,250	14,000	23,000	14,150
Highest	16,848				
Lowest	9,505				
Methods of Compensation (% of response)					
Salary Only	6	17	0	0	33
Salary & Bonus	3	10	5	0	0
Straight Com.	36	46	50	40	67
Draw Against Com.	9	12	25	40	0
Salary & Com.	17	4	5	20	0
Salary, Bonus & Com.	24	8	5	0	0
Straight Com. w/bonus	4	3	0	0	0
Other	0	1	10	0	0

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **7**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	2	2	2	2

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	37	6	37	19
	Dependents	10	34	25	31
Surgical Benefits:	Employee	34	6	34	26
	Dependents	9	31	24	36
Major Medical:	Employee	34	6	35	25
	Dependents	8	30	26	37
H.M.O.:	Employee	8	3	8	82
	Dependents	3	9	6	83
Dental:	Employee	6	3	6	84
	Dependents	1	9	5	85
Vision:	Employee	2	2	5	91
	Dependents	0	5	3	91
Disability:	Short Term	13	3	9	76
	Long Term	6	5	7	82
Group Life:	Employee	24	4	22	50
	Dependents	3	14	17	65
Pension Plan		5	1	2	92
Profit Sharing		11	1	4	83
Tuition Reinbursement		18	1	7	74
Workshops, Seminars etc.		33	1	8	58

TABLE VIII
ALL STATIONS, POPULATION 2.5 MILLION AND OVER

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	3	72,989
Program & Production	8	280,399
News	4	107,923
Sales	8	301,648
Advertising & Promotion	2	40,222
General & Administrative	5	164,255

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	35,846	36,000
Contract Engineer	16,123	10,400
Program Director	43,989	40,000
Operations Director	33,941	32,400
News Director	27,658	24,000
Sports Director	23,804	15,800
Business Manager	30,305	30,000
Public Affairs Manager	23,698	23,000
Promotions Director	26,071	25,000
Research Director	22,536	20,200

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	6	29,680	25,000	19,075
News Announcer	2	24,502	21,435	19,315
News Reporter	2	20,612	18,000	15,463
News Editor	2	24,666	22,200	20,600
Sports Reporter	2	30,069	26,800	24,861
Technician	2	26,754	25,900	19,986
Continuity Writer	1	18,720	17,849	15,054
Production Person	2	24,790	21,900	20,599
Music Person	1	27,027	20,500	21,884
Traffic	1	18,834	18,438	14,456
Sales Support Person	2	16,984	16,167	13,852
Computer Operator	1	15,575	13,500	13,083
Accounting Assistant	1	17,803	18,200	15,248
Receptionist	1	13,117	12,250	11,025
Secretary	2	17,921	17,500	14,530

TABLE VIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	33,960	64,992	62,961	62,940	36,009
Median	30,000	70,000	70,000	64,608	40,000
Highest	54,566				
Lowest	19,338				
Methods of Compensation (% of response)					
Salary Only	0	11	6	5	0
Salary & Bonus	0	25	14	21	50
Straight Com.	20	22	31	53	30
Draw Against Com.	8	28	22	11	10
Salary & Com.	27	3	11	11	10
Salary, Bonus & Com.	40	9	11	0	0
Straight Com. w/bonus	5	3	6	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	44	2	51	2
	Dependents	16	20	55	9
Surgical Benefits:	Employee	45	2	48	5
	Dependents	17	20	50	13
Major Medical:	Employee	45	5	45	5
	Dependents	15	22	49	14
H.M.O.:	Employee	13	0	22	65
	Dependents	8	6	21	65
Dental:	Employee	23	2	28	47
	Dependents	9	10	29	51
Vision:	Employee	6	1	8	85
	Dependents	5	3	8	84
Disability:	Short Term	28	0	19	53
	Long Term	16	7	23	53
Group Life:	Employee	52	5	24	19
	Dependents	5	8	22	65
Pension Plan		34	0	4	61
Profit Sharing		20	1	10	69
Tuition Reinbursement		26	0	19	56
Workshops, Seminars etc.		49	0	7	44

TABLE IX
ALL STATIONS, POPULATIONS 1 - 2.5 MILLION

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	42,263
Program & Production	8	201,949
News	4	77,794
Sales	7	215,374
Advertising & Promotion	2	31,679
General & Administrative	4	116,564

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	28,084	28,439
Contract Engineer	9,474	5,000
Program Director	31,567	28,800
Operations Director	39,291	25,500
News Director	22,789	21,000
Sports Director	23,848	20,760
Business Manager	23,664	22,000
Public Affairs Manager	19,744	21,554
Promotions Director	20,760	19,582
Research Director	20,423	19,550

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	6	22,652	18,614	14,642
News Announcer	2	20,902	19,422	16,346
News Reporter	3	19,270	15,000	15,650
News Editor	2	17,331	16,500	14,279
Sports Reporter	1	22,207	22,709	16,352
Technician	2	21,556	21,141	17,018
Continuity Writer	1	14,664	14,000	12,773
Production Person	1	20,708	19,000	18,111
Music Person	1	19,057	17,500	14,370
Traffic	1	14,107	14,150	11,825
Sales Support Person	1	14,392	14,300	12,112
Computer Operator	1	14,445	14,560	12,615
Accounting Assistant	1	13,809	13,996	11,935
Receptionist	1	11,519	11,400	10,319
Secretary	2	14,574	14,392	12,121

TABLE IX (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	28,065	53,859	49,291	54,174	24,134
Median	25,000	53,000	50,000	53,000	24,000
Highest	45,235				
Lowest	16,104				
Methods of Compensation (% of response)					
Salary Only	2	5	0	8	20
Salary & Bonus	1	25	32	21	30
Straight Com.	17	30	25	42	25
Draw Against Com.	5	23	23	13	10
Salary & Com.	23	6	10	8	15
Salary, Bonus & Com.	43	5	4	4	0
Straight Com. w/bonus	8	5	7	4	0
Other	0	1	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	52	2	43	3
	Dependents	9	37	46	7
Surgical Benefits:	Employee	49	2	44	5
	Dependents	8	35	46	10
Major Medical:	Employee	50	3	44	3
	Dependents	8	36	48	8
H.M.O.:	Employee	12	2	10	75
	Dependents	4	7	13	76
Dental:	Employee	21	3	21	55
	Dependents	3	15	23	59
Vision:	Employee	8	1	3	88
	Dependents	2	3	4	91
Disability:	Short Term	23	3	17	57
	Long Term	25	6	17	53
Group Life:	Employee	57	2	28	14
	Dependents	7	15	23	54
Pension Plan		20	2	2	75
Profit Sharing		12	0	8	80
Tuition Reinbursement		21	1	14	65
Workshops, Seminars etc.		52	1	9	39

TABLE X
ALL STATIONS, POPULATION 500,000 - 1,000,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	30,975
Program & Production	7	158,488
News	3	57,037
Sales	6	183,544
Advertising & Promotion	1	22,676
General & Administrative	4	107,863

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	22,658	24,000
Contract Engineer	8,329	6,346
Program Director	26,439	24,500
Operations Director	26,200	22,620
News Director	20,526	19,160
Sports Director	18,967	18,900
Business Manager	22,805	20,800
Public Affairs Manager	17,355	17,000
Promotions Director	17,967	18,000
Research Director	16,384	18,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	6	17,276	16,250	12,697
News Announcer	2	16,156	15,710	12,875
News Reporter	3	17,288	17,000	13,576
News Editor	1	19,293	18,400	15,888
Sports Reporter	1	17,995	18,000	14,787
Technician	2	19,500	18,136	15,455
Continuity Writer	1	13,862	13,825	11,977
Production Person	1	18,567	18,000	15,034
Music Person	1	18,030	16,800	12,873
Traffic	1	13,654	13,300	11,724
Sales Support Person	1	14,606	14,000	12,279
Computer Operator	1	15,233	15,600	13,093
Accounting Assistant	1	14,532	14,882	12,854
Receptionist	1	11,506	11,180	10,087
Secretary	1	14,041	13,560	11,621

TABLE X (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	25,536	46,140	42,649	49,734	21,291
Median	23,700	42,000	40,000	50,000	18,000
Highest	40,850				
Lowest	15,563				
Methods of Compensation (% of response)					
Salary Only	1	7	2	13	17
Salary & Bonus	1	30	24	17	44
Straight Com.	25	28	33	25	33
Draw Against Com.	10	21	27	21	6
Salary & Com.	23	6	2	8	0
Salary, Bonus & Com.	34	5	7	13	0
Straight Com. w/bonus	6	2	0	4	0
Other	0	1	4	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	50	2	44	4
	Dependents	9	32	49	10
Surgical Benefits:	Employee	48	1	43	8
	Dependents	10	29	46	15
Major Medical:	Employee	50	1	46	3
	Dependents	10	31	50	10
H.M.O.:	Employee	12	1	15	72
	Dependents	2	5	18	75
Dental:	Employee	17	6	16	61
	Dependents	5	14	19	63
Vision:	Employee	5	1	4	90
	Dependents	1	1	6	92
Disability:	Short Term	22	1	22	55
	Long Term	17	5	18	60
Group Life:	Employee	51	4	29	16
	Dependents	6	13	20	61
Pension Plan		15	1	5	80
Profit Sharing		14	0	5	80
Tuition Reinbursement		21	1	16	63
Workshops, Seminars etc.		51	2	5	42

TABLE XI
ALL STATIONS, POPULATION 250,000 - 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	21,645
Program & Production	7	119,999
News	3	44,172
Sales	6	137,106
Advertising & Promotion	1	21,899
General & Administrative	4	89,184

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	21,840	21,900
Contract Engineer	7,930	6,000
Program Director	23,853	22,500
Operations Director	21,339	18,100
News Director	17,965	16,820
Sports Director	17,535	18,000
Business Manager	18,857	17,400
Public Affairs Manager	12,360	14,508
Promotions Director	16,845	15,800
Research Director	11,260	11,720

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	5	15,588	15,000	11,882
News Announcer	2	15,722	14,813	12,698
News Reporter	2	14,835	14,490	11,613
News Editor	1	16,499	17,500	13,938
Sports Reporter	1	13,405	14,500	13,975
Technician	2	18,232	18,642	13,333
Continuity Writer	1	14,274	14,000	11,893
Production Person	1	16,010	16,238	13,033
Music Person	1	15,097	14,930	12,223
Traffic	1	12,695	12,006	11,013
Sales Support Person	1	12,476	13,000	9,984
Computer Operator	1	13,437	12,543	10,622
Accounting Assistant	1	13,296	13,200	11,483
Receptionist	1	10,715	10,500	9,373
Secretary	1	12,582	12,500	10,715

TABLE XI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	22,320	41,640	39,477	44,380	22,639
Median	20,000	39,900	35,000	46,000	20,000
Highest	33,573				
Lowest	13,843				
Methods of Compensation (% of response)					
Salary Only	1	10	5	7	30
Salary & Bonus	3	25	12	21	0
Straight Com.	20	25	36	29	60
Draw Against Com.	15	22	26	29	0
Salary & Com.	18	3	0	0	0
Salary, Bonus & Com.	36	6	12	0	0
Straight Com. w/bonus	8	6	5	7	0
Other	1	3	5	7	10

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	1	39	3
	Dependents	12	40	41	7
Surgical Benefits:	Employee	56	1	39	4
	Dependents	13	39	41	7
Major Medical:	Employee	55	1	38	6
	Dependents	12	37	41	10
H.M.O.:	Employee	10	0	10	81
	Dependents	1	8	9	81
Dental:	Employee	14	3	13	70
	Dependents	1	16	13	71
Vision:	Employee	5	1	7	87
	Dependents	0	5	7	88
Disability:	Short Term	27	3	13	57
	Long Term	19	6	14	61
Group Life:	Employee	55	2	24	19
	Dependents	15	19	19	48
Pension Plan		14	1	33	83
Profit Sharing		18	1	6	75
Tuition Reinbursement		25	0	15	60
Workshops, Seminars etc.		47	0	12	41

TABLE XII
ALL STATIONS, POPULATION 150,000 - 250,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	17,424
Program & Production	6	100,712
News	2	34,020
Sales	5	114,446
Advertising & Promotion	1	30,646
General & Administrative	4	83,693

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	17,751	18,150
Contract Engineer	7,450	6,000
Program Director	20,991	20,072
Operations Director	23,753	20,000
News Director	15,602	15,000
Sports Director	15,911	17,400
Business Manager	18,603	16,640
Public Affairs Manager	11,376	9,104
Promotions Director	18,248	18,100
Research Director	N/R	N/R

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	5	13,987	13,000	10,951
News Announcer	2	13,188	13,010	11,359
News Reporter	2	13,000	12,500	10,401
News Editor	1	15,267	15,000	12,391
Sports Reporter	1	11,227	13,552	8,486
Technician	1	14,594	14,299	14,013
Continuity Writer	1	12,976	12,000	10,856
Production Person	1	14,618	15,240	12,674
Music Person	1	16,139	14,810	12,382
Traffic	1	12,638	12,000	10,739
Sales Support Person	1	12,170	12,250	10,240
Computer Operator	1	11,957	12,000	9,000
Accounting Assistant	1	12,729	12,480	11,436
Receptionist	1	10,050	9,780	9,139
Secretary	1	11,814	11,440	9,785

TABLE XII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	21,407	37,523	29,991	49,208	12,465
Median	19,080	35,500	28,800	52,500	11,250
Highest	30,618				
Lowest	14,658				
Methods of Compensation (% of response)					
Salary Only	1	6	0	0	29
Salary & Bonus	2	29	8	0	14
Straight Com.	26	35	42	33	29
Draw Against Com.	8	18	29	0	14
Salary & Com.	18	4	4	33	0
Salary, Bonus & Com.	37	6	13	17	0
Straight Com. w/bonus	6	0	0	17	0
Other	2	1	4	0	14

BENEFITS

Paid Holidays (average) 6 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	2	39	2
	Dependents	11	45	35	8
Surgical Benefits:	Employee	54	2	38	6
	Dependents	9	44	35	11
Major Medical:	Employee	54	2	40	4
	Dependents	10	45	35	9
H.M.O.:	Employee	13	0	4	83
	Dependents	0	9	5	85
Dental:	Employee	20	1	16	64
	Dependents	4	19	13	65
Vision:	Employee	7	0	5	88
	Dependents	1	4	6	89
Disability:	Short Term	26	2	11	60
	Long Term	10	4	11	74
Group Life:	Employee	56	1	26	17
	Dependents	8	23	20	49
Pension Plan		12	1	2	86
Profit Sharing		20	0	1	79
Tuition Reinbursement		18	0	16	67
Workshops, Seminars etc.		44	0	10	46

TABLE XIII
ALL STATIONS, POPULATION 75,000 - 150,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	14,679
Program & Production	5	81,887
News	2	28,044
Sales	5	97,958
Advertising & Promotion	1	14,619
General & Administrative	3	62,110

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	16,728	17,078
Contract Engineer	5,952	5,000
Program Director	17,921	16,800
Operations Director	18,843	18,000
News Director	15,372	15,000
Sports Director	13,420	13,400
Business Manager	18,245	15,600
Public Affairs Manager	9,875	10,400
Promotions Director	13,214	12,000
Research Director	N/R	N/R

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	5	13,419	12,000	10,554
News Announcer	2	13,376	12,261	11,265
News Reporter	1	13,126	12,900	11,260
News Editor	1	15,036	14,780	12,681
Sports Reporter	1	15,290	14,400	11,184
Technician	1	13,535	12,000	12,511
Continuity Writer	1	12,181	12,000	10,733
Production Person	1	14,044	14,700	10,991
Music Person	1	11,657	12,000	10,645
Traffic	1	11,466	11,000	9,755
Sales Support Person	1	9,673	11,000	8,127
Computer Operator	1	12,968	12,480	11,464
Accounting Assistant	1	11,073	11,124	9,645
Receptionist	1	9,008	9,550	7,952
Secretary	1	10,664	10,800	9,348

TABLE XIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	18,855	33,225	28,729	33,661	18,425
Median	18,000	33,000	27,000	35,900	16,200
Highest	27,914				
Lowest	12,833				
Methods of Compensation (% of response)					
Salary Only	2	9	7	0	0
Salary & Bonus	1	26	10	20	0
Straight Com.	24	29	41	60	75
Draw Against Com.	9	20	21	0	25
Salary & Com.	25	4	14	0	0
Salary, Bonus & Com.	29	3	0	0	0
Straight Com. w/bonus	9	5	7	0	0
Other	1	3	0	20	0

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	47	2	46	5
	Dependents	12	39	38	11
Surgical Benefits:	Employee	47	2	45	6
	Dependents	13	39	38	11
Major Medical:	Employee	46	2	46	6
	Dependents	12	39	39	11
H.M.O.:	Employee	8	1	7	84
	Dependents	3	8	5	84
Dental:	Employee	4	4	13	79
	Dependents	1	8	11	81
Vision:	Employee	2	2	4	92
	Dependents	1	4	2	93
Disability:	Short Term	23	1	15	61
	Long Term	13	5	11	71
Group Life:	Employee	47	6	24	24
	Dependents	9	20	17	54
Pension Plan		6	1	3	90
Profit Sharing		7	0	4	89
Tuition Reinbursement		16	2	17	65
Workshops, Seminars etc.		38	3	14	45

TABLE XIV
ALL STATIONS, POPULATIONS 50,000 - 75,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	11,268
Program & Production	4	69,693
News	2	22,210
Sales	4	71,481
Advertising & Promotion	1	15,567
General & Administrative	3	53,713

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	15,499	16,067
Contract Engineer	4,442	3,600
Program Director	16,820	15,600
Operations Director	18,832	16,406
News Director	14,520	13,900
Sports Director	12,420	12,000
Business Manager	17,921	16,500
Public Affairs Manager	9,533	9,600
Promotions Director	14,546	11,960
Research Director	N/R	N/R

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	13,378	12,000	10,499
News Announcer	1	12,271	12,000	10,694
News Reporter	1	11,756	13,000	10,387
News Editor	1	15,999	15,591	13,754
Sports Reporter	1	12,917	12,200	11,233
Technician	1	14,783	15,000	12,950
Continuity Writer	1	10,672	10,730	9,545
Production Person	1	13,895	14,400	12,254
Music Person	1	11,467	10,700	10,575
Traffic	1	11,086	11,198	9,953
Sales Support Person	1	13,361	12,500	10,283
Computer Operator	1	10,817	10,700	7,800
Accounting Assistant	1	12,394	12,500	10,327
Receptionist	1	9,605	9,605	8,551
Secretary	1	10,635	10,000	8,839

TABLE XIV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	17,540	28,028	26,982	25,050	15,733
Median	16,168	25,500	28,714	25,500	14,865
Highest	24,176				
Lowest	12,543				
Methods of Compensation (% of response)					
Salary Only	5	9	6	25	50
Salary & Bonus	5	12	0	0	0
Straight Com.	24	33	19	25	50
Draw Against Com.	7	18	38	25	0
Salary & Com.	29	9	0	0	0
Salary, Bonus & Com.	22	11	25	25	0
Straight Com. w/bonus	7	7	13	0	0
Other	1	2	0	0	0

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	44	3	44	8
	Dependents	10	36	41	13
Surgical Benefits:	Employee	43	3	44	9
	Dependents	10	36	41	13
Major Medical:	Employee	44	3	43	9
	Dependents	10	36	40	14
H.M.O.:	Employee	5	3	10	82
	Dependents	1	7	9	83
Dental:	Employee	10	1	15	74
	Dependents	1	9	14	76
Vision:	Employee	1	1	7	91
	Dependents	0	3	6	91
Disability:	Short Term	22	1	18	59
	Long Term	10	6	13	72
Group Life:	Employee	35	1	32	32
	Dependents	2	19	23	56
Pension Plan		9	1	4	86
Profit Sharing		11	0	2	86
Tuition Reinbursement		20	1	11	67
Workshops, Seminars etc.		49	0	7	44

TABLE XV
ALL STATIONS, POPULATIONS 25,000 - 50,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	11,055
Program & Production	4	57,799
News	1	18,263
Sales	4	67,946
Advertising & Promotion	2	22,098
General & Administrative	3	51,208

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	15,058	15,000
Contract Engineer	4,429	3,900
Program Director	14,648	14,040
Operations Director	17,678	15,654
News Director	14,019	13,000
Sports Director	11,181	11,000
Business Manager	16,036	12,600
Public Affairs Manager	12,136	11,400
Promotions Director	9,961	12,000
Research Director	2,000	2,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	12,870	11,600	10,808
News Announcer	1	11,437	11,630	10,443
News Reporter	1	11,026	11,700	10,915
News Editor	1	16,257	13,520	11,100
Sports Reporter	1	9,219	10,000	9,267
Technician	1	13,182	12,480	11,794
Continuity Writer	1	11,573	11,400	9,833
Production Person	2	15,747	13,368	10,000
Music Person	1	11,956	10,000	10,125
Traffic	1	10,755	10,400	8,950
Sales Support Person	2	14,436	16,260	10,250
Computer Operator	1	11,860	11,100	10,310
Accounting Assistant	1	10,992	10,800	9,836
Receptionist	1	9,514	10,000	8,750
Secretary	1	10,475	10,181	8,548

TABLE XV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	17,010	26,875	26,142	53,476	9,475
Median	15,000	24,090	25,000	53,476	11,150
Highest	23,746				
Lowest	11,909				
Methods of Compensation (% of response)					
Salary Only	3	11	4	0	33
Salary & Bonus	1	16	8	0	0
Straight Com.	36	46	50	50	67
Draw Against Com.	7	16	13	0	0
Salary & Com.	18	4	13	50	0
Salary, Bonus & Com.	27	3	8	0	0
Straight Com. w/bonus	7	5	4	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **6**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	38	4	49	9
	Dependents	14	27	43	16
Surgical Benefits:	Employee	38	4	45	13
	Dependents	13	26	42	19
Major Medical:	Employee	38	4	47	12
	Dependents	14	26	41	19
H.M.O.:	Employee	4	1	4	91
	Dependents	1	3	4	92
Dental:	Employee	6	2	7	84
	Dependents	1	6	8	85
Vision:	Employee	1	1	3	94
	Dependents	1	3	2	94
Disability:	Short Term	13	3	18	67
	Long Term	8	5	11	77
Group Life:	Employee	36	6	33	24
	Dependents	6	16	22	56
Pension Plan		5	0	2	93
Profit Sharing		13	0	2	85
Tuition Reinbursement		21	0	9	70
Workshops, Seminars etc.		43	0	13	43

TABLE XVI
ALL STATIONS, POPULATION UNDER 25,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	8,836
Program & Production	3	41,601
News	1	14,487
Sales	3	44,904
Advertising & Promotion	1	12,540
General & Administrative	2	33,770

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	14,602	14,250
Contract Engineer	4,321	3,600
Program Director	13,292	13,000
Operations Director	16,391	14,500
News Director	12,505	12,500
Sports Director	12,235	12,000
Business Manager	15,713	13,200
Public Affairs Manager	9,385	9,950
Promotions Director	10,600	9,000
Research Director	N/R	N/R

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	3	11,714	10,400	9,374
News Announcer	1	11,097	11,543	10,236
News Reporter	1	12,367	10,450	9,850
News Editor	1	11,708	12,000	10,811
Sports Reporter	1	13,180	13,760	12,824
Technician	1	18,304	18,304	18,304
Continuity Writer	1	11,266	10,700	8,713
Production Person	2	15,153	10,800	8,267
Music Person	1	11,220	12,000	9,950
Traffic	1	9,456	9,600	8,432
Sales Support Person	2	12,147	9,350	10,079
Computer Operator	1	10,150	9,450	8,425
Accounting Assistant	1	10,964	10,400	9,680
Receptionist	1	9,283	9,400	8,401
Secretary	1	10,020	10,000	8,309

TABLE XVI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	17,659	23,555	19,061	N/R	10,900
Median	15,000	24,000	16,500		10,900
Highest	20,677				
Lowest	11,640				
Methods of Compensation (% of response)					
Salary Only	5	18	0	0	0
Salary & Bonus	3	16	13	0	0
Straight Com.	29	36	50	50	100
Draw Against Com.	10	13	25	0	0
Salary & Com.	18	5	6	50	0
Salary, Bonus & Com.	26	11	6	0	0
Straight Com. w/bonus	7	0	0	0	0
Other	2	1	0	0	0

BENEFITS

Paid Holidays (average) 6 Paid Sick Days (average) 7

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	2	2	2	2

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	35	9	44	12
	Dependents	9	34	36	21
Surgical Benefits:	Employee	32	9	40	18
	Dependents	8	32	34	25
Major Medical:	Employee	34	9	40	17
	Dependents	9	32	34	24
H.M.O.:	Employee	8	3	8	81
	Dependents	3	8	6	83
Dental:	Employee	4	6	3	87
	Dependents	0	9	2	89
Vision:	Employee	2	3	4	92
	Dependents	0	5	2	92
Disability:	Short Term	10	5	15	70
	Long Term	5	5	10	80
Group Life:	Employee	32	5	24	38
	Dependents	8	16	18	58
Pension Plan		7	2	1	91
Profit Sharing		11	2	3	84
Tuition Reinbursement		19	2	11	69
Workshops, Seminars etc.		37	2	13	49

TABLE XVII
AM - FULLTIME, ALL STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	22,245
Program & Production	4	91,220
News	2	43,381
Sales	4	85,078
Advertising & Promotion	1	21,211
General & Administrative	3	69,131

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	18,002	16,694
Contract Engineer	6,558	4,800
Program Director	19,521	16,800
Operations Director	20,595	18,000
News Director	16,545	14,400
Sports Director	16,778	13,790
Business Manager	19,145	15,420
Public Affairs Manager	13,947	11,200
Promotions Director	18,082	16,300
Research Director	19,111	20,800

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	1	17,085	12,700	11,129
News Announcer	2	14,639	13,000	12,220
News Reporter	2	14,623	13,000	11,874
News Editor	2	16,465	17,160	14,453
Sports Reporter	1	16,621	14,000	13,251
Technician	2	18,898	17,580	15,111
Continuity Writer	1	12,643	12,240	11,112
Production Person	1	17,368	16,900	14,050
Music Person	1	14,022	12,500	11,822
Traffic	1	12,210	11,648	10,789
Sales Support Person	2	12,752	13,200	10,238
Computer Operator	1	15,239	16,512	11,385
Accounting Assistant	1	12,373	12,400	11,007
Receptionist	1	10,680	10,400	9,206
Secretary	1	12,476	11,960	10,652

TABLE XVII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	19,857	34,374	31,223	43,848	14,732
Median	16,000	30,000	21,572	45,000	12,150
Highest	29,839				
Lowest	13,727				
Methods of Compensation (% of response)					
Salary Only	3	9	0	5	25
Salary & Bonus	3	19	9	11	17
Straight Com.	27	34	47	32	42
Draw Against Com.	9	19	23	21	8
Salary & Com.	20	2	5	21	0
Salary, Bonus & Com.	32	8	7	0	0
Straight Com. w/bonus	6	6	2	0	0
Other	0	4	7	11	8

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	44	3	46	7
	Dependents	8	35	41	16
Surgical Benefits:	Employee	43	3	45	9
	Dependents	8	34	40	17
Major Medical:	Employee	44	3	46	7
	Dependents	8	35	40	16
H.M.O.:	Employee	11	1	11	77
	Dependents	2	8	12	78
Dental:	Employee	11	3	13	72
	Dependents	2	12	11	76
Vision:	Employee	7	1	8	84
	Dependents	1	7	7	85
Disability:	Short term	21	1	19	60
	Long Term	11	4	13	72
Group Life:	Employee	42	5	27	26
	Dependents	5	15	19	61
Pension Plan		11	1	2	86
Profit Sharing		15	0	3	82
Tuition Reinbursement		18	0	10	71
Workshops, Seminars etc.		38	1	9	52

TABLE XVIII
AM - FULLTIME, POPULATION OVER 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	35,923
Program & Production	5	127,493
News	3	71,317
Sales	5	120,388
Advertising & Promotion	2	27,647
General & Administrative	4	94,854

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	20,672	18,000
Contract Engineer	7,389	6,500
Program Director	23,079	18,200
Operations Director	22,005	18,200
News Director	19,413	16,000
Sports Director	21,739	16,000
Business Manager	22,176	17,500
Public Affairs Manager	17,908	12,000
Promotions Director	21,290	18,000
Research Director	22,667	22,667

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	21,339	14,040	12,439
News Announcer	2	16,733	14,040	13,540
News Reporter	3	18,450	14,000	14,637
News Editor	3	16,760	17,580	14,600
Sports Reporter	1	22,388	20,000	16,403
Technician	3	24,725	22,800	19,334
Continuity Writer	1	13,273	12,750	11,768
Production Person	1	19,253	17,250	15,704
Music Person	1	18,870	14,500	16,833
Traffic	1	13,700	13,100	12,074
Sales Support Person	1	15,496	15,000	11,963
Computer Operator	1	17,050	17,800	13,333
Accounting Assistant	1	13,255	13,416	12,996
Receptionist	1	11,917	12,000	10,233
Secretary	1	14,073	13,500	12,178

TABLE XVIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	22,156	40,652	38,160	46,389	21,793
Median	18,000	35,000	22,000	48,600	24,000
Highest	35,045				
Lowest	14,572				
Methods of Compensation (% of response)					
Salary Only	0	7	0	8	0
Salary & Bonus	1	15	14	17	50
Straight Com.	26	30	43	42	50
Draw Against Com.	9	28	19	8	0
Salary & Com.	22	5	10	25	0
Salary, Bonus & Com.	36	11	5	0	0
Straight Com. w/bonus	6	3	5	0	0
Other	0	2	5	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	47	4	47	2
	Dependents	6	35	41	18
Surgical Benefits:	Employee	46	4	45	6
	Dependents	6	33	40	21
Major Medical:	Employee	47	5	45	4
	Dependents	6	35	40	19
H.M.O.:	Employee	14	2	14	69
	Dependents	6	7	18	69
Dental:	Employee	47	2	19	65
	Dependents	2	9	16	72
Vision:	Employee	9	0	9	81
	Dependents	1	5	9	85
Disability:	Short Term	19	0	20	61
	Long Term	15	5	12	68
Group Life:	Employee	46	5	24	26
	Dependents	1	9	16	73
Pension Plan		12	2	1	85
Profit Sharing		15	0	2	82
Tuition Reinbursement		13	0	13	74
Workshops, Seminars etc.		28	1	9	61

TABLE XIX
AM - FULLTIME, POPULATION 75,000 - 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	15,522
Program & Production	4	73,252
News	2	32,629
Sales	4	73,404
Advertising & Promotion	1	14,516
General & Administrative	3	57,636

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	17,010	17,580
Contract Engineer	6,616	5,000
Program Director	19,148	18,000
Operations Director	19,520	16,800
News Director	15,724	15,250
Sports Director	16,313	15,000
Business Manager	17,680	15,000
Public Affairs Manager	9,309	9,000
Promotions Director	14,529	12,500
Research Director	12,000	12,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	14,704	12,296	11,054
News Announcer	2	13,887	13,400	11,690
News Reporter	2	13,656	14,000	11,193
News Editor	1	16,057	16,470	14,617
Sports Reporter	1	14,267	15,000	12,225
Technician	1	13,697	9,800	11,178
Continuity Writer	1	12,325	12,500	10,411
Production Person	1	14,294	15,955	10,781
Music Person	1	9,343	10,200	9,780
Traffic	1	11,733	11,008	10,151
Sales Support Person	1	11,246	13,076	9,454
Computer Operator	1	16,300	16,300	14,300
Accounting Assistant	1	11,617	10,595	9,[illegible]9
Receptionist	1	9,958	10,220	8,526
Secretary	1	11,021	10,000	9,861

TABLE XIX (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	20,577	33,028	23,876	38,045	12,350
Median	18,000	32,000	20,900	33,500	11,650
Highest	29,219				
Lowest	14,186				
Methods of Compensation (% of response)					
Salary Only	3	10	0	0	29
Salary & Bonus	3	31	0	0	0
Straight Com.	23	29	44	20	43
Draw Against Com.	12	12	44	40	14
Salary & Com.	18	0	0	0	0
Salary, Bonus & Com.	34	5	0	0	0
Straight Com. w/bonus	5	7	0	0	0
Other	1	7	11	40	14

BENEFITS

Paid Holidays (average) 6 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	55	1	37	7
	Dependents	11	42	35	11
Surgical Benefits:	Employee	54	1	37	8
	Dependents	13	42	35	10
Major Medical:	Employee	55	1	37	7
	Dependents	13	42	35	10
H.M.O.:	Employee	13	0	10	77
	Dependents	0	14	8	77
Dental:	Employee	13	3	10	75
	Dependents	3	14	8	75
Vision:	Employee	6	1	8	85
	Dependents	1	8	6	85
Disability:	Short Term	27	0	13	61
	Long Term	10	3	14	73
Group Life:	Employee	54	4	23	20
	Dependents	8	21	18	52
Pension Plan		14	0	3	84
Profit Sharing		17	0	45	79
Tuition Reinbursement		25	0	13	62
Workshops, Seminars etc.		45	1	8	45

TABLE XX
AM - FULLTIME, POPULATION UNDER 75,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	8,397
Program & Production	4	57,868
News	1	18,002
Sales	3	46,768
Advertising & Promotion	1	14,627
General & Administrative	2	44,690

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	13,890	13,180
Contract Engineer	3,918	3,000
Program Director	13,858	14,134
Operations Director	19,459	18,330
News Director	13,409	12,120
Sports Director	9,448	10,225
Business Manager	14,184	12,000
Public Affairs Manager	9,343	10,200
Promotions Director	7,614	7,614
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	3	13,487	10,200	9,084
News Announcer	1	11,287	11,500	10,068
News Reporter	1	11,883	11,100	9,789
News Editor	1	16,693	14,681	13,841
Sports Reporter	1	10,123	10,000	9,786
Technician	1	9,400	10,000	8,350
Continuity Writer	1	9,673	9,573	8,004
Production Person	N/R			
Music Person	1	8,500	8,500	7,000
Traffic	1	10,209	9,880	9,111
Sales Support Person	2	9,743	9,205	7,797
Computer Operator	1	13,366	13,100	9,195
Accounting Assistant	1	12,025	12,350	9,691
Receptionist	1	8,647	9,180	7,857
Secretary	1	9,722	10,000	7,744

TABLE XX (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	15,548	25,264	23,297	N/R	12,433
Median	14,227	24,000	23,000		12,000
Highest	20,806				
Lowest	11,292				
Methods of Compensation (% of response)					
Salary Only	5	15	0	0	100
Salary & Bonus	5	9	8	0	0
Straight Com.	34	47	58	0	0
Draw Against Com.	5	12	17	0	0
Salary & Com.	17	0	0	100	0
Salary, Bonus & Com.	26	6	17	0	0
Straight Com. w/bonus	7	9	0	0	0
Other	0	3	0	0	0

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **7**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	26	4	57	13
	Dependents	6	26	47	21
Surgical Benefits:	Employee	26	4	55	15
	Dependents	6	26	47	21
Major Medical:	Employee	26	4	58	11
	Dependents	6	26	47	21
H.M.O.:	Employee	4	0	8	89
	Dependents	0	2	6	92
Dental:	Employee	6	6	8	81
	Dependents	0	13	4	83
Vision:	Employee	4	4	4	89
	Dependents	0	9	2	89
Disability:	Short Term	13	4	25	58
	Long Term	6	4	13	77
Group Life:	Employee	21	8	40	32
	Dependents	6	15	25	55
Pension Plan		8	2	3	88
Profit Sharing		11	2	2	85
Tuition Reinbursement		17	0	4	79
Workshops, Seminars etc.		43	0	9	47

TABLE XXI
FM, ALL STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	22,640
Program & Production	5	119,412
News	2	31,708
Sales	5	142,830
Advertising & Promotion	1	25,962
General & Administrative	3	80,254

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	22,964	22,590
Contract Engineer	7,369	4,800
Program Director	27,296	21,000
Operations Director	26,038	21,768
News Director	18,839	15,600
Sports Director	11,824	11,512
Business Manager	20,681	18,150
Public Affairs Manager	19,379	18,400
Promotions Director	19,926	19,500
Research Director	17,468	17,323

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	17,836	14,637	12,700
News Announcer	2	17,748	15,176	14,194
News Reporter	1	15,747	13,200	13,085
News Editor	1	15,616	13,000	12,830
Sports Reporter	1	12,134	12,000	11,400
Technician	1	20,669	18,500	15,367
Continuity Writer	1	15,297	14,000	12,833
Production Person	1	19,363	18,000	16,454
Music Person	1	18,944	18,000	13,878
Traffic	1	13,600	12,075	11,131
Sales Support Person	1	14,990	14,800	12,516
Computer Operator	1	13,057	12,500	10,982
Accounting Assistant	1	14,289	13,746	12,059
Receptionist	1	11,406	11,000	10,254
Secretary	1	13,682	12,980	10,980

TABLE XXI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	23,954	43,470	46,039	52,743	27,716
Median	20,000	38,688	45,365	48,600	20,000
Highest	36,525				
Lowest	14,827				
Methods of Compensation (% of response)					
Salary Only	1	12	3	5	19
Salary & Bonus	2	24	22	11	29
Straight Com.	22	30	30	47	33
Draw Against Com.	9	22	30	16	10
Salary & Com.	19	3	5	16	10
Salary, Bonus & Com.	40	8	6	5	0
Straight Com. w/bonus	8	2	2	0	0
Other	0	1	2	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	50	4	40	6
	Dependents	13	42	33	12
Surgical Benefits:	Employee	47	4	39	10
	Dependents	12	40	32	16
Major Medical:	Employee	47	5	39	9
	Dependents	12	40	32	16
H.M.O.:	Employee	10	2	9	79
	Dependents	2	8	10	80
Dental:	Employee	15	4	14	67
	Dependents	3	11	15	71
Vision:	Employee	5	2	4	88
	Dependents	1	4	4	90
Disability:	Short Term	24	3	14	59
	Long Term	16	7	15	63
Group Life:	Employee	49	4	25	22
	Dependents	7	21	17	54
Pension Plan		13	1	4	82
Profit Sharing		10	1	5	84
Tuition Reinbursement		23	2	14	62
Workshops, Seminars etc.		52	1	7	39

TABLE XXII
FM, POPULATION OVER 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	36,372
Program & Production	7	194,907
News	2	45,968
Sales	7	228,984
Advertising & Promotion	1	27,051
General & Administrative	4	122,562

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	30,199	29,000
Contract Engineer	11,536	7,200
Program Director	38,751	33,500
Operations Director	35,619	32,000
News Director	24,600	22,000
Sports Director	14,984	14,750
Business Manager	25,000	22,400
Public Affairs Manager	22,049	22,146
Promotions Director	21,403	21,000
Research Director	18,964	17,700

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	5	24,228	20,076	16,294
News Announcer	2	20,557	18,200	16,169
News Reporter	1	20,063	18,638	15,408
News Editor	1	26,000	22,500	28,000
Sports Reporter	1	14,242	14,500	13,500
Technician	1	21,947	20,000	16,902
Continuity Writer	1	18,011	17,250	14,701
Production Person	1	22,917	20,750	19,496
Music Person	1	22,385	19,350	14,975
Traffic	1	16,399	15,500	12,794
Sales Support Person	1	15,349	15,000	13,109
Computer Operator	1	14,278	12,500	11,843
Accounting Assistant	1	15,582	15,000	13,283
Receptionist	1	12,218	12,000	10,836
Secretary	1	15,694	15,432	12,516

TABLE XXII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	31,440	58,867	53,265	56,645	31,000
Median	29,280	57,132	55,500	57,460	22,000
Highest	49,079				
Lowest	17,874				
Methods of Compensation (% of response)					
Salary Only	1	8	2	0	12
Salary & Bonus	1	30	29	17	35
Straight Com.	21	26	26	50	29
Draw Against Com.	7	24	29	17	12
Salary & Com.	21	2	5	8	12
Salary, Bonus & Com.	43	8	7	8	0
Straight Com. w/bonus	7	1	2	0	0
Other	0	1	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	50	3	43	5
	Dependents	15	34	44	8
Surgical Benefits:	Employee	48	2	42	8
	Dependents	14	33	40	14
Major Medical:	Employee	50	4	43	4
	Dependents	13	35	43	10
H.M.O.:	Employee	12	1	16	71
	Dependents	2	9	17	72
Dental:	Employee	24	5	25	45
	Dependents	6	16	27	50
Vision:	Employee	8	3	5	85
	Dependents	2	5	5	88
Disability:	Short Term	30	1	21	48
	Long Term	25	5	24	46
Group Life:	Employee	59	2	27	12
	Dependents	10	17	20	53
Pension Plan		25	2	7	66
Profit Sharing		13	0	9	78
Tuition Reinbursement		30	1	17	52
Workshops, Seminars etc.		68	1	5	26

TABLE XXIII
FM, POPULATION 75,000 - 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	14,365
Program & Production	5	82,190
News	2	20,015
Sales	5	105,806
Advertising & Promotion	1	25,414
General & Administrative	3	62,250

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	17,233	18,000
Contract Engineer	6,607	6,000
Program Director	22,039	20,000
Operations Director	21,252	18,876
News Director	14,288	14,300
Sports Director	9,200	12,000
Business Manager	16,920	16,560
Public Affairs Manager	11,675	11,100
Promotions Director	17,529	17,000
Research Director	12,000	12,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	14,137	14,175	11,137
News Announcer	1	13,382	14,200	12,225
News Reporter	1	11,372	12,000	10,431
News Editor	1	11,080	12,000	9,085
Sports Reporter	1	12,500	12,500	10,000
Technician	2	16,790	14,470	10,950
Continuity Writer	1	13,998	14,000	11,775
Production Person	1	15,097	15,300	12,333
Music Person	1	14,476	13,500	12,188
Traffic	1	11,889	12,000	10,445
Sales Support Person	1	12,654	11,000	10,420
Computer Operator	1	12,500	13,000	10,000
Accounting Assistant	1	11,973	12,240	10,475
Receptionist	1	10,574	10,320	9,408
Secretary	1	11,867	11,550	9,846

TABLE XXIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	20,848	35,151	35,879	42,976	N/R
Median	19,200	33,600	35,450	43,751	
Highest	31,508				
Lowest	13,261				
Methods of Compensation (% of response)					
Salary Only	0	13	7	20	100
Salary & Bonus	3	21	13	0	0
Straight Com.	18	27	40	40	0
Draw Against Com.	15	27	20	20	0
Salary & Com.	16	2	7	20	0
Salary, Bonus & Com.	38	5	7	0	0
Straight Com. w/bonus	10	4	0	0	0
Other	1	2	7	0	0

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	2	37	4
	Dependents	14	52	27	7
Surgical Benefits:	Employee	53	2	37	7
	Dependents	12	49	29	10
Major Medical:	Employee	52	2	39	7
	Dependents	12	49	27	12
H.M.O.:	Employee	11	1	5	83
	Dependents	1	8	6	84
Dental:	Employee	8	4	8	80
	Dependents	0	10	10	81
Vision:	Employee	2	2	6	89
	Dependents	0	5	5	90
Disability:	Short Term	22	5	10	64
	Long Term	8	11	10	71
Group Life:	Employee	47	4	27	23
	Dependents	6	25	18	51
Pension Plan		8	0	3	89
Profit Sharing		11	2	2	84
Tuition Reinbursement		18	2	16	64
Workshops, Seminars etc.		46	1	10	43

TABLE XXIV
FM, POPULATION UNDER 75,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	9,090
Program & Production	4	48,854
News	1	16,217
Sales	3	54,292
Advertising & Promotion	1	19,974
General & Administrative	2	37,793

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	12,572	11,375
Contract Engineer	4,541	3,181
Program Director	14,082	14,090
Operations Director	13,633	14,404
News Director	12,998	12,800
Sports Director	9,232	9,700
Business Manager	15,924	13,100
Public Affairs Manager	12,056	11,460
Promotions Director	11,760	12,000
Research Director	2,000	2,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	11,808	10,530	9,450
News Announcer	1	11,374	11,000	9,925
News Reporter	1	9,382	10,100	11,867
News Editor	1	9,768	9,000	8,992
Sports Reporter	1	6,500	6,500	10,000
Technician	1	12,000	12,000	10,000
Continuity Writer	1	10,429	10,350	9,933
Production Person	1	11,445	11,440	10,528
Music Person	1	12,563	11,890	12,167
Traffic	1	9,529	10,000	8,335
Sales Support Person	2	15,556	17,000	10,333
Computer Operator	1	10,980	10,400	9,300
Accounting Assistant	1	11,948	12,480	10,209
Receptionist	1	9,024	9,100	8,914
Secretary	1	10,785	10,800	8,548

TABLE XXIV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	15,089	24,142	16,680	N/R	10,200
Median	14,000	24,000	18,000		12,000
Highest	18,154				
Lowest	10,775				
Methods of Compensation (% of response)					
Salary Only	2	18	0	0	33
Salary & Bonus	2	13	0	0	0
Straight Com.	29	42	33	100	67
Draw Against Com.	6	11	67	0	0
Salary & Com.	19	4	0	0	0
Salary, Bonus & Com.	35	11	0	0	0
Straight Com. w/bonus	8	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **6** | Paid Sick Days (average) **7**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	41	9	38	12
	Dependents	11	44	24	21
Surgical Benefits:	Employee	38	11	35	17
	Dependents	11	41	23	26
Major Medical:	Employee	36	11	33	20
	Dependents	11	39	21	29
H.M.O.:	Employee	6	6	2	86
	Dependents	2	8	2	89
Dental:	Employee	8	2	3	88
	Dependents	2	5	2	92
Vision:	Employee	3	2	2	94
	Dependents	2	3	2	94
Disability:	Short Term	15	5	9	71
	Long Term	9	6	6	79
Group Life:	Employee	32	9	20	39
	Dependents	5	23	12	61
Pension Plan		4	1	0	95
Profit Sharing		5	2	0	94
Tuition Reinbursement		17	2	6	76
Workshops, Seminars etc.		33	2	9	56

TABLE XXV
AM/FM, ALL STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	30,892
Program & Production	7	151,195
News	3	53,896
Sales	6	167,076
Advertising & Promotion	2	30,159
General & Administrative	4	100,249

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	23,026	22,000
Contract Engineer	8,628	5,780
Program Director	24,188	20,000
Operations Director	27,418	21,000
News Director	18,711	16,800
Sports Director	18,098	16,067
Business Manager	20,023	19,500
Public Affairs Manager	17,977	16,250
Promotions Director	19,699	18,200
Research Director	20,386	17,040

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	6	16,414	13,722	12,416
News Announcer	2	16,723	14,910	13,400
News Reporter	2	15,802	14,000	12,440
News Editor	1	18,126	17,000	14,191
Sports Reporter	1	18,220	17,000	14,869
Technician	2	19,816	18,929	15,541
Continuity Writer	1	13,460	13,000	11,317
Production Person	1	19,402	18,000	15,717
Music Person	1	18,844	15,900	14,956
Traffic	1	13,058	12,500	10,933
Sales Support Person	2	14,160	14,000	11,781
Computer Operator	1	13,288	12,159	11,373
Accounting Assistant	1	13,747	13,215	11,854
Receptionist	1	10,646	10,400	9,400
Secretary	1	13,456	13,000	11,076

TABLE XXV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	24,090	44,214	42,613	51,316	22,226
Median	20,000	38,000	36,000	50,000	20,000
Highest	36,227				
Lowest	14,744				
Methods of Compensation (% of response)					
Salary Only	3	7	4	9	19
Salary & Bonus	1	27	18	20	29
Straight Com.	23	30	32	34	38
Draw Against Com.	8	20	22	14	7
Salary & Com.	23	7	7	8	5
Salary, Bonus & Com.	34	5	10	8	0
Straight Com. w/bonus	8	4	6	6	0
Other	1	1	1	0	2

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	48	2	47	3
	Dependents	11	32	50	7
Surgical Benefits:	Employee	47	2	46	5
	Dependents	11	30	49	9
Major Medical:	Employee	47	2	46	5
	Dependents	11	30	49	9
H.M.O.:	Employee	8	1	10	81
	Dependents	3	5	10	81
Dental:	Employee	13	3	16	68
	Dependents	2	12	16	69
Vision:	Employee	3	1	4	91
	Dependents	1	3	4	92
Disability:	Short Term	22	3	18	58
	Long Term	16	5	15	63
Group Life:	Employee	51	3	29	16
	Dependents	10	16	22	52
Pension Plan		15	1	2	82
Profit Sharing		16	0	5	78
Tuition Reinbursement		23	1	17	59
Workshops, Seminars etc.		47	1	13	39

TABLE XXVI
AM/FM, POPULATION OVER 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	2	62,649
Program & Production	11	293,744
Fews	4	104,968
Sales	10	316,388
Advertising & Promotion	2	37,296
General & Administrative	6	162,692

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	30,311	28,000
Contract Engineer	17,140	16,000
Program Director	36,207	32,125
Operations Director	38,904	35,000
News Director	24,782	22,000
Sports Director	26,096	22,516
Business Manager	27,215	24,700
Public Affairs Manager	21,345	20,000
Promotions Director	21,675	20,000
Research Director	21,372	19,550

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	8	22,899	21,000	16,352
News Announcer	3	20,965	18,000	16,148
News Reporter	3	19,415	15,860	15,143
News Editor	2	19,705	18,107	15,307
Sports Reporter	1	24,096	22,709	19,632
Technician	2	22,255	21,369	17,040
Continuity Writer	1	14,741	14,400	12,572
Production Person	1	21,153	19,293	17,659
Music Person	1	21,847	18,677	17,517
Traffic	2	15,194	14,622	12,521
Sales Support Person	2	15,171	15,000	12,481
Computer Operator	1	15,347	15,600	13,370
Accounting Assistant	1	15,688	15,000	13,170
Receptionist	1	11,804	11,890	10,266
Secretary	2	15,791	15,400	12,720

TABLE XXVI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	32,778	61,633	54,888	56,824	22,820
Median	28,652	60,000	50,631	55,000	21,000
Highest	51,933				
Lowest	17,752				
Methods of Compensation (% of response)					
Salary Only	2	7	2	12	19
Salary & Bonus	1	32	28	21	41
Straight Com.	16	26	27	33	26
Draw Against Com.	7	23	23	17	7
Salary & Com.	26	6	7	5	7
Salary, Bonus & Com.	42	3	6	7	0
Straight Com. w/bonus	7	3	6	5	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **10**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	53	0	46	1
	Dependents	11	26	59	3
Surgical Benefits:	Employee	51	0	47	3
	Dependents	12	23	59	6
Major Medical:	Employee	52	0	47	1
	Dependents	12	24	60	4
H.M.O.:	Employee	13	0	13	74
	Dependents	6	3	16	75
Dental:	Employee	23	4	19	54
	Dependents	6	13	25	56
Vision:	Employee	5	0	3	92
	Dependents	3	1	4	92
Disability:	Short Term	26	4	19	51
	Long Term	22	8	22	48
Group Life:	Employee	61	3	30	6
	Dependents	7	11	25	56
Pension Plan		30	0	3	68
Profit Sharing		17	1	10	72
Tuition Reinbursement		24	1	19	56
Workshops, Seminars etc.		55	1	9	35

TABLE XXVII
AM/FM, POPULATION 75,000 - 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	21,621
Program & Production	7	129,765
News	3	41,751
Sales	6	146,491
Advertising & Promotion	1	24,541
General & Administrative	4	98,345

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	20,063	20,000
Contract Engineer	8,569	7,200
Program Director	21,224	20,000
Operations Director	22,828	20,000
News Director	17,671	16,640
Sports Director	15,611	17,352
Business Manager	20,015	17,700
Public Affairs Manager	12,800	11,200
Promotions Director	16,479	15,600
Research Director	10,520	10,520

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	6	14,672	13,445	11,226
News Announcer	2	14,670	14,000	11,880
News Reporter	2	14,394	14,300	11,330
News Editor	1	16,701	16,800	13,719
Sports Reporter	1	13,217	14,850	11,287
Technician	2	17,040	15,990	13,706
Continuity Writer	1	13,214	12,168	11,215
Production Person	1	16,107	15,600	13,246
Music Person	1	14,964	13,200	11,916
Traffic	1	12,670	12,000	10,712
Sales Support Person	1	11,491	12,500	9,836
Computer Operator	1	12,778	12,000	10,544
Accounting Assistant	1	12,752	12,885	11,232
Receptionist	1	9,927	10,000	8,898
Secretary	1	11,968	12,000	10,217

TABLE XXVII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	21,521	40,752	35,233	42,963	23,019
Median	19,370	36,000	32,500	46,000	20,000
Highest	32,108				
Lowest	13,821				
Methods of Compensation (% of response)					
Salary Only	2	4	4	0	15
Salary & Bonus	1	29	12	27	8
Straight Com.	23	29	39	40	62
Draw Against Com.	8	20	22	7	8
Salary & Com.	24	7	6	7	0
Salary, Bonus & Com.	34	5	10	7	0
Straight Com. w/bonus	9	4	6	13	0
Other	1	2	1	0	8

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	51	2	46	1
	Dependents	9	38	46	6
Surgical Benefits:	Employee	51	2	45	2
	Dependents	10	37	46	6
Major Medical:	Employee	49	2	46	2
	Dependents	9	37	47	7
H.M.O.:	Employee	8	0	7	84
	Dependents	2	7	6	85
Dental:	Employee	13	2	19	65
	Dependents	1	15	15	68
Vision:	Employee	5	0	4	90
	Dependents	0	3	5	91
Disability:	Short Term	27	1	14	57
	Long Term	20	2	13	64
Group Life:	Employee	55	3	25	16
	Dependents	14	18	20	48
Pension Plan		11	1	2	85
Profit Sharing		16	0	4	80
Tuition Reinbursement		19	0	18	63
Workshops, Seminars etc.		41	1	15	43

TABLE XXVIII
AM/FM, POPULATION UNDER 75,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	12,887
Program & Production	4	62,685
News	1	20,167
Sales	4	73,986
Advertising & Promotion	2	19,284
General & Administrative	3	53,770

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	16,761	16,975
Contract Engineer	5,280	4,800
Program Director	15,401	14,300
Operations Director	18,346	16,357
News Director	14,542	13,800
Sports Director	12,778	12,600
Business Manager	17,655	14,150
Public Affairs Manager	11,156	11,960
Promotions Director	13,213	11,960
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	4	12,791	12,000	10,632
News Announcer	1	12,246	12,000	11,014
News Reporter	1	12,199	12,000	10,348
News Editor	1	17,186	15,500	13,043
Sports Reporter	2	13,737	14,260	11,420
Technician	1	15,286	14,700	13,418
Continuity Writer	1	11,679	11,310	9,473
Production Person	2	19,028	14,700	11,888
Music Person	1	12,320	12,000	10,440
Traffic	1	10,908	10,400	9,279
Sales Support Person	2	14,348	13,250	12,462
Computer Operator	1	11,051	10,900	10,114
Accounting Assistant	1	11,163	11,000	9,820
Receptionist	1	9,779	9,800	8,648
Secretary	1	10,556	10,400	8,776

TABLE XXVIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	3				
Annual Compensation ($)					
Average	19,322	29,767	26,957	30,735	9,250
Median	17,000	26,520	25,000	32,000	9,250
Highest	25,455				
Lowest	12,865				
Methods of Compensation (% of response)					
Salary Only	6	17	4	10	50
Salary & Bonus	9	0	2	19	0
Straight Com.	29	33	28	35	50
Draw Against Com.	21	17	10	17	0
Salary & Com.	12	17	21	8	0
Salary, Bonus & Com.	15	17	26	7	0
Straight Com. w/bonus	9	0	7	4	0
Other	0	0	1	1	0

BENEFITS

Paid Holidays (average) 6 Paid Sick Days (average) 7

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	41	4	49	6
	Dependents	13	30	46	11
Surgical Benefits:	Employee	39	4	47	10
	Dependents	12	29	45	14
Major Medical:	Employee	41	4	46	9
	Dependents	13	29	44	14
H.M.O.:	Employee	5	2	11	83
	Dependents	2	6	9	83
Dental:	Employee	6	4	9	81
	Dependents	0	8	11	81
Vision:	Employee	1	2	6	92
	Dependents	0	4	4	92
Disability:	Short Term	14	3	20	64
	Long Term	8	6	12	74
Group Life:	Employee	39	3	33	24
	Dependents	7	18	23	53
Pension Plan		9	1	2	88
Profit Sharing		15	1	2	83
Tuition Reinbursement		26	1	15	58
Workshops, Seminars etc.		47	1	15	37

TABLE XXIX
AM - DAYTIME, ALL STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	7,478
Program & Production	2	34,032
News	1	14,170
Sales	3	38,413
Advertising & Promotion	1	13,200
General & Administrative	2	33,215

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	11,585	10,500
Contract Engineer	3,750	3,060
Program Director	15,903	14,800
Operations Director	14,949	12,480
News Director	11,361	11,550
Sports Director	12,626	12,000
Business Manager	14,726	14,000
Public Affairs Manager	10,805	10,140
Promotions Director	9,000	9,700
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	2	12,131	11,655	10,461
News Announcer	1	11,963	11,700	10,819
News Reporter	1	10,467	9,800	10,017
News Editor	1	12,500	12,500	11,900
Sports Reporter	1	10,350	12,200	10,400
Technician	1	12,502	13,000	17,429
Continuity Writer	1	12,599	12,800	10,508
Production Person	1	11,069	11,400	9,729
Music Person	1	11,806	12,500	10,503
Traffic	1	9,977	10,400	8,799
Sales Support Person	2	12,791	14,000	9,662
Computer Operator	1	8,800	9,200	7,500
Accounting Assistant	1	11,746	12,000	11,800
Receptionist	1	9,331	10,400	8,196
Secretary	1	10,350	10,110	8,707

TABLE XXIX (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	14,715	20,979	19,722	37,500	18,115
Median	13,000	19,750	18,100	37,500	18,115
Highest	19,517				
Lowest	10,816				
Methods of Compensation (% of response)					
Salary Only	3	16	0	0	0
Salary & Bonus	4	12	7	0	0
Straight Com.	37	39	40	100	100
Draw Against Com.	10	17	27	0	0
Salary & Com.	25	7	13	0	0
Salary, Bonus & Com.	16	4	7	0	0
Straight Com. w/bonus	5	5	0	0	0
Other	1	0	7	0	0

BENEFITS

Paid Holidays (average) 6 Paid Sick Days (average) 7

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	2	2	2	2

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	44	5	37	14
	Dependents	12	32	31	25
Surgical Benifits:	Employee	41	5	32	21
	Dependents	12	31	28	29
Major Medical:	Employee	42	5	35	18
	Dependents	12	31	32	25
H.M.O.:	Employee	7	4	7	82
	Dependents	2	6	5	87
Dental:	Employee	9	3	8	81
	Dependents	2	10	7	82
Vision:	Employee	2	0	2	96
	Dependents	0	0	3	97
Disability:	Short Term	13	1	11	75
	Long Term	4	5	8	83
Group Life:	Employee	32	4	21	44
	Dependents	4	13	18	66
Pension Plan		3	0	3	93
Profit Sharing		7	0	6	87
Tuition Reinbursement		10	0	4	87
Workshops, Seminars etc.		33	1	6	60

TABLE XXX
AM - DAYTIME, POPULATION OVER 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	12,701
Program & Production	3	41,407
News	2	18,156
Sales	3	42,170
Advertising & Promotion	1	4,600
General & Administrative	3	44,005

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	11,270	11,000
Contract Engineer	5,157	3,970
Program Director	16,581	15,000
Operations Director	14,178	12,432
News Director	13,438	11,700
Sports Director	13,008	12,500
Business Manager	15,112	16,000
Public Affairs Manager	13,027	11,440
Promotions Director	4,600	4,600
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	2	13,213	13,000	10,125
News Announcer	1	14,135	11,980	12,024
News Reporter	1	9,767	9,944	8,680
News Editor	N/R			
Sports Reporter	1	13,000	13,000	10,000
Technician	1	9,957	9,957	14,714
Continuity Writer	1	12,840	12,840	10,920
Production Person	1	11,871	11,440	9,600
Music Person	1	12,421	15,000	15,262
Traffic	1	10,277	10,816	9,083
Sales Support Person	2	11,588	12,200	13,229
Computer Operator	1	9,200	9,200	N/R
Accounting Assistant	1	10,206	10,140	9,900
Receptionist	1	10,155	10,500	9,293
Secretary	1	11,790	12,311	9,864

TABLE XXX (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	13,684	22,992	20,299	37,500	N/R
Median	12,000	21,500	19,100	37,500	
Highest	17,630				
Lowest	9,802				
Methods of Compensation (% of response)					
Salary Only	0	12	0	0	N/R
Salary & Bonus	0	12	11	0	
Straight Com.	32	29	22	100	
Draw Against Com.	9	12	22	0	
Salary & Com.	29	18	22	0	
Salary, Bonus & Com.	24	6	11	0	
Straight Com. w/bonus	6	12	0	0	
Other	0	0	11	0	

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 7

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	2	2	2	2

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	37	6	46	11
	Dependents	6	40	40	14
Surgical Benefits:	Employee	37	6	40	17
	Dependents	6	40	34	20
Major Medical:	Employee	37	6	43	14
	Dependents	6	40	37	17
H.M.O.:	Employee	6	6	17	71
	Dependents	0	9	11	80
Dental:	Employee	11	3	17	69
	Dependents	0	17	14	69
Vision:	Employee	3	0	3	94
	Dependents	0	0	6	94
Disability:	Short Term	6	0	11	83
	Long Term	3	3	6	89
Group Life:	Employee	23	6	29	43
	Dependents	3	14	23	60
Pension Plan		2	0	5	93
Profit Sharing		9	0	3	89
Tuition Reinbursement		9	0	0	91
Workshops, Seminars etc.		31	3	0	66

TABLE XXXI
AM - DAYTIME, POPULATION 75,000 - 500,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	5,980
Program & Production	2	31,657
News	1	17,718
Sales	3	46,723
Advertising & Promotion	2	17,250
General & Administrative	2	34,238

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	15,080	16,000
Contract Engineer	3,958	3,600
Program Director	10,111	10,640
Operations Director	13,110	10,640
News Director	11,382	12,000
Sports Director	N/R	
Business Manager	14,948	14,139
Public Affairs Manager	8,633	8,000
Promotions Director	10,500	10,500
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	2	11,739	10,900	10,286
News Announcer	1	12,886	12,500	11,400
News Reporter	1	9,800	9,800	9,800
News Editor	N/R			
Sports Reporter	N/R			
Technician	1	11,900	9,000	17,500
Continuity Writer	1	12,333	13,000	10,367
Production Person	1	11,087	10,980	9,724
Music Person	1	12,763	13,000	10,453
Traffic	1	9,756	9,950	8,742
Sales Support Person	2	12,983	11,716	6,644
Computer Operator	N/R			
Accounting Assistant	1	12,010	10,680	12,075
Receptionist	1	7,971	8,000	5,600
Secretary	1	11,271	11,400	8,595

TABLE XXXI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	15,336	23,936	16,500	N/R	N/R
Median	14,000	24,000	16,500		
Highest	20,955				
Lowest	12,392				
Methods of Compensation (% of response)					
Salary Only	0	27	0	N/R	N/R
Salary & Bonus	9	13	0		
Straight Com.	38	40	0		
Draw Against Com.	16	20	100		
Salary & Com.	16	0	0		
Salary, Bonus & Com.	19	0	0		
Straight Com. w/bonus	3	0	0		
Other	0	0	0		

BENEFITS

Paid Holidays (average) **6** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	0	32	11
	Dependents	21	29	21	29
Surgical Benefits:	Employee	54	0	29	18
	Dependents	21	25	21	32
Major Medical:	Employee	54	0	29	18
	Dependents	21	25	25	29
H.M.O.:	Employee	7	0	7	86
	Dependents	0	4	7	89
Dental:	Employee	7	4	0	89
	Dependents	4	7	0	89
Vision:	Employee	4	0	0	96
	Dependents	0	0	0	100
Disability:	Short Term	21	0	18	61
	Long Term	4	14	4	79
Group Life:	Employee	39	4	14	43
	Dependents	4	21	7	68
Pension Plan		5	0	3	92
Profit Sharing		4	0	4	93
Tuition Reinbursement		14	0	11	75
Workshops, Seminars etc.		36	0	14	50

TABLE XXXII
AM - DAYTIME, POPULATION UNDER 75,000

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	1	5,325
Program & Production	2	30,501
News	1	10,007
Sales	3	31,246
Advertising & Promotion	1	10,583
General & Administrative	2	25,557

Department Heads	Annual Compensation ($) Average	Median
Chief Engineer	10,539	6,000
Contract Engineer	2,946	2,600
Program Director	14,910	13,000
Operations Director	16,296	13,000
News Director	10,351	10,400
Sports Director	12,189	12,000
Business Manager	14,380	12,000
Public Affairs Manager	9,100	8,700
Promotions Director	10,400	10,400
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
On-Air Personality	2	11,694	10,450	10,758
News Announcer	1	9,580	10,310	9,233
News Reporter	1	11,293	9,745	10,640
News Editor	1	12,500	12,500	11,900
Sports Reporter	1	7,700	7,700	10,800
Technician	1	20,000	20,000	20,000
Continuity Writer	1	12,661	12,600	10,428
Production Person	1	10,117	10,750	9,876
Music Person	1	10,233	10,400	8,967
Traffic	1	9,851	10,600	8,568
Sales Support Person	2	13,600	15,000	9,250
Computer Operator	1	8,600	8,600	7,500
Accounting Assistant	1	12,504	13,650	13,150
Receptionist	1	9,381	10,100	9,000
Secretary	1	9,152	9,464	8,243

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	2				
Annual Compensation ($)					
Average	15,034	19,319	20,179	N/R	18,115
Median	12,968	19,000	20,000		18,115
Highest	19,496				
Lowest	10,176				
Methods of Compensation (% of response)					
Salary Only	6	14	0	N/R	0
Salary & Bonus	2	11	0		0
Straight Com.	40	43	100		100
Draw Against Com.	6	18	0		0
Salary & Com.	28	5	0		0
Salary, Bonus & Com.	9	5	0		0
Straight Com. w/bonus	6	5	0		0
Other	2	0	0		0

BENEFITS

Paid Holidays (average) 5 Paid Sick Days (average) 6

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	1	2	2	2	2	2	2	2	2	2	2

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	41	8	33	18
	Dependents	12	29	29	29
Surgical Benefits:	Employee	37	8	29	25
	Dependents	12	27	27	33
Major Medical:	Employee	39	8	33	20
	Dependents	12	27	31	29
H.M.O.:	Employee	8	4	0	88
	Dependents	4	6	0	90
Dental:	Employee	8	2	6	84
	Dependents	2	6	6	86
Vision:	Employee	0	0	2	98
	Dependents	0	0	2	98
Disability:	Short Term	14	2	8	76
	Long Term	4	2	12	82
Group Life:	Employee	33	2	20	45
	Dependents	4	8	20	69
Pension Plan		3	0	3	94
Profit Sharing		8	0	10	82
Tuition Reinbursement		8	0	2	90
Workshops, Seminars etc.		33	0	6	61

ACCOUNT EXECUTIVES - METHODS OF COMPENSATION

POPULATION OVER 2.5 MILLION

$50,000	$1500/month draw against 10% on net agency and 12% on retail direct
40,000	$500/month salary plus 15% on collections
32,000	10% on agency sales, 15% on direct sales
32,000	$200/month salary plus 12% on collections
30,000	15% on all sales
25,000	10% on net agency, 20% on direct sales
21,000	20% commission
18,816	15% on agency, 20% on direct sales
15,000	$1200/month draw plus 15% commission over draw

POPULATION 1 - 2.5 MILLION

$55,000	11.5% on net collections
54,745	8% on local time sales, 15% on new collections
40,000	12% on agency, 20% on local sales collections
38,265	$1400/month draw against 11.5% on agency, 15% on direct
38,000	15% on local time sales
31,200	$800/month draw against 15% on agency, 20% on local collections
30,000	$600/month salary plus 12.5% on agency, 20% on direct
21,343	$400/month salary plus 15% on net sales over $3000
16,500	$900/month draw against 18% on direct, 12% on net agency

POPULATION 500,000 - 1 MILLION

$49,000	11% on net agency, 15% on net direct
40,000	10% commission, 13% on sales over monthly goal plus year end bonus
32,084	$1500 draw against 17% on direct accounts, 13% on agency accounts
30,000	$1500/month draw against 15% on local sales
28,000	$1560/month draw against 18% on local sales, 7% on agency sales
26,000	$1500/month draw against 15% on local sales
24,460	14% on local net sales receipts
21,000	10% on local agency, 20% on local direct
16,000	16.5% on collections

POPULATION 250,000 - 500,000

$36,000	20% on personal sales plus $1500 annual profit share
33,000	15% on local time sales
30,000	14% on agency, 18% on direct, 25% on new direct
25,000	$1500/month guarantee draw against 12% on sales
23,000	$340/month salary plus 15% on all collections
20,000	15% on cash collections
18,840	Salary
16,500	15% on regular business, 30% on new business plus quarterly sales bonus
16,000	15% on collections plus bonus

POPULATION 150,000 - 250,000

$43,500	$542/month salary plus 15% on all sales
30,000	15% on agency time sales, 20% on direct time sales
29,000	$1400/month salary plus $200 bonus each 10% over goal
26,000	$1800/month salary plus 15% on collections over $10,000 per month
25,084	8% on net time sales, 4% on production revenue
24,000	18% on AM sales, 12% on FM sales, 8% on net agency sales
20,700	15% on net billing
18,000	$500/month draw against 10% on collections
15,000	$1000/month draw against 15% on net collections

POPULATION 75,000 - 150,000

$21,000	Salary
21,000	$700/month salary plus 10% on collections
20,600	$1000/month draw against 20% on collections
19,528	18% on local, 10% on agency
18,300	20% on all sales
16,000	20% on collections
15,000	20% on sales
14,000	$1000/month draw against 15% on collections
13,000	15% on local time sales collections

POPULATIONS 50,000 - 75,000

$21,000	$1100/month draw against 20% on collections
18,000	20% on collections
17,590	15% on local business, 20% on out of town
17,000	15% on collections
14,625	$600/month draw against 16% commission
14,500	10% on time sales
11,400	$750/month guaranteed against 20% commission
10,500	$500/month draw against 15% on collections
10,000	Salary

POPULATION 25,000 - 50,000

$22,000	13% on gross sales
20,616	$700/month base salary plus 20% on collections over $3500/month
20,086	15% on local time sales
16,000	15% on sales to $5000/month, 20% on sales over $5000/month
15,000	20% on net sales
12,500	15% on collections
11,633	20% on time sales plus bonus
11,500	$867/month draw against 20% on collections
10,000	$200/month salary plus 15% on all sales

POPULATION UNDER 25,000

$30,000	20% on accounts received
25,000	15% on collections, 20% after quota
19,000	15% on all time sales
18,000	25% on collections
17,522	$700/month salary plus 20% on collections over $3500
14,400	14% on collections to $6000/month, 20% over $6000
12,000	Salary
12,000	$400/month salary plus 7% on local time sales
9,620	15% on first $10,000/month collected

GENERAL SALES MANAGER - METHODS OF COMPENSATION

POPULATION OVER 2.5 MILLION

$100,000	$50,000 salary, 17% on own sales, 3% on all other sales
80,000	$60,000 salary plus 5% on collections
80,000	5% on all sales
75,000	2% on total sales
50,000	$25,000 salary plus 10% on own sales, 3% override on all local sales
50,000	$24,000 salary plus 3.3% on gross monthly billings
48,000	15% on personal sales, 2% on all other income
48,000	Salary only
37,700	Base salary plus 9% on collections

POPULATION 1 - 2.5 MILLION

$85,000	1.4% on total net monthly billings
80,000	$25,000 salary plus 1.5% on total collections
65,000	Salary plus 3% on cash receipts
56,000	Salary only
55,000	3.25% on gross direct sales, 2.75% on gross agency sales
54,000	Salary only
40,000	5% on total sales
38,400	20% on own sales, 2% on total local sales
34,254	2.7% on total gross sales

POPULATION 500,000 - 1,000,000

$85,000	15% on sales
67,148	$30,000 salary plus 1.5% on local sales if budget is made
55,000	Salary only
40,800	$28,700 salary plus 1.5% on net sales as bonus
40,000	$30,000 salary plus 3% override
36,000	$36,000 annual draw against 4.5% on net collections
36,000	15% on net personal sales, 2.5% on all other
30,000	$12,000 salary plus 3.75% on gross receipts plus bonus
22,500	Salary only

POPULATION 250,000 - 500,000

$76,000	$45,000 salary plus 1% on all collections
63,000	7% on all collections
52,000	5% on billings over monthly goal
48,000	$30,000 salary plus 2.5% on collections
44,000	2.5% on collections, 2.5% on billings
39,800	$31,200 salary plus 3% on collections
38,000	5% on total sales income
35,000	3% on collections plus bonus
24,000	Salary only

POPULATION 150,000 - 250,000

$52,000	$39,600 salary plus bonus
51,933	$30,000 salary plus $1500/quarter if budget is met plus additional bonuses
40,000	$18,200 salary plus 15% on own collections
35,000	Salary only
35,000	$30,000 salary plus 1% on all sales
26,700	$23,000 salary plus 1% on sales plus bonus
26,196	Salary plus 5% on net collections
24,000	$2000/month draw against 4% on net collections
22,000	$12,000 salary plus 2% on gross sales

POPULATION 75,000 - 150,000

$50,000	18% on own local, 10% on own agency, 2.5% on all local
44,000	$24,000 salary plus 3% on local collections over $30,000/month
40,000	$24,000 salary plus 4% on gross collections
36,000	$30,000 salary plus 10% on own net collections
33,000	Salary only
32,500	20% on sales
28,000	$12,000 salary plus 4% on net sales plus 5% of profit
24,215	$18,600 salary plus 2% override on net
20,800	Salary plus 2.5% on sales minus bad debts

POPULATION 50,000 - 75,000

$36,000	$24,000 salary plus 10% of operating profit
35,000	15% on personal sales, 1.5% on all other sales
35,000	5.5% on total gross sales
33,000	Salary plus 1% on gross sales
31,726	$8,000 salary plus 1% on gross sales
30,000	8.75% on gross sales
26,184	20% on local, 10% on regional, 1.5% on national
21,000	15% on collections
20,000	Salary only

POPULATION 25,000 - 50,000

$46,524	Salary only
37,875	Salary plus 1.75% on sales
30,000	6.5% on sales
26,000	$19,200 salary plus 15% on sales
25,000	5% on gross sales
25,000	10% on all time sale deposits
25,000	15% on personal collections, 4% on all other collections
20,000	15% on personal sales, 1.5% on all other sales
11,388	Salary plus year end bonus

POPULATION UNDER 25,000

$33,000	15% on sales plus bonus of 3% on sales over $150,000
32,000	Salary plus percent of profit
30,000	Salary only
27,000	$1800/month guaranteed draw against 4.5% on gross collections
26,520	Salary only
25,000	Salary only
25,000	5.5% on gross sales
15,000	Salary only
12,000	Salary only